



THE ADVOCATE

CAYUGA-ONONDAGA BOCES
OFFICE OF PERSONNEL RELATIONS
1879 WEST GENESEE STREET ROAD
AUBURN, NEW YORK 13021-9430

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Office of Personnel Relations

Matthew R. Fletcher
Assistant Superintendent for
Personnel Relations

Randy J. Ray
Director of Personnel Relations

Brent D. Cooley
Senior Labor Relations Specialist

Michaela Perrotto
Labor Relations Specialist

Mark W. Snyder
Safety Coordinator

Diane B. Dougherty
Linda M. Brown
Administrative Support

Telephone: (315) 255-7683 or (315) 253-0361
FAX (315) 255-7625
Email: lbrown@cayboces.org

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39 years.*

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Helpful Hints On Enforcing Resignations



A few years ago, a member of the support staff walked into the superintendent's office and announced his resignation from employment. Inasmuch as the employee's performance, work record and attitude were problematic, it was hard for the superintendent to control his exuberance. Unfortunately, about a week after the employee announced his resignation, he changed his mind and told the superintendent that he was not resigning and was returning to work. As you may have guessed, the chief school officer wanted to know if he was obliged to let the employee withdraw his verbal resignation.

Section 5.3 Resignation, in the New York Official Compilation of Codes, Rules, and Regulations, Chapter 1, Rules For the Classified Service, Part 5 Personnel Changes states:

(a) Resignation in writing. Except as otherwise provided herein, every resignation shall be in writing.

(b) Effective date. If no effective date is specified in a resignation, it shall take effect upon delivery to or filing in the office of the appointing authority. If an effective date is specified in a resignation, it shall take effect on such specified date. However, if a resignation is submitted while the employee is on leave of absence without pay, such resignation, for the purpose of determining eligibility for reinstatement, shall be deemed to be effective as of the date of the commencement of such absence. Notwithstanding the provisions of this subdivision, when charges of incompetency or misconduct have been or are about to be filed against an employee, the appointing authority may elect to disregard a resignation filed by such employee and to prosecute such charges and, in the event that such employee is found guilty of such charges and dismissed from the service, his termination shall be recorded as a dismissal rather than as a resignation.

(c) Withdrawal or amendment. A resignation may not be withdrawn, cancelled, or amended after it is delivered to the appointing authority, without the consent of the appointing authority (emphasis added).

It is clear that a resignation must be submitted in writing. If it is submitted in writing, the appointing authority (board of education) has the discretion to grant or deny an employee's request to withdraw the resignation. On the other hand, if the employee does not submit his resignation in writing, it appears that he or she may unilaterally withdraw the resignation.

In order to enforce a resignation from employment, the resignation must be in writing. It would be wise to keep a simple pre-typed resignation form letter in a handy location. The letter would say that "I, (name), do hereby tender my resignation from employment with the (name) school district effective (date).” This letter should be addressed to the President of the Board of Education or Superintendent. Be sure that the employee signs the letter *before* he or she walks off the job. With that, the appointing authority will be empowered to decide if it wants to permit the employee to withdraw the resignation.

Student Suspension Not A Violation of Free Speech

On October 25, 2012, the Third Department of the Supreme Court, Appellate Division of New York State ruled that the Half Hollow Hills Central School District's decision to suspend a student did not violate that student's freedom of speech rights. In this case, *Saad-El-Din v. Steiner*, No. 514071 (N.Y. Sup. Ct., App Div. Oct. 25, 2012), the high school student stated to some fellow students and a teacher that he was "going to just blow this place up."

In 2009, the student made this threat, which was then reported to the assistant principal by a teacher. The student was taken to a Superintendent's suspension hearing and charged with engaging in conduct that is "(1) insubordinate, disorderly, violent, disruptive and/or a danger to the safety, morals, health, or

welfare of himself and/or others; and/or (2) a violation of the high school's code of conduct.”

The hearing officer found the student guilty of the charge and recommended a twenty-five day suspension, in addition to the five-day suspension already served. The hearing officer's recommendation was adopted by the superintendent and affirmed by the board of education. The student appealed to the then Commissioner of Education, who upheld the decision of the board of education and dismissed the appeal. The student next initiated a proceeding in the Supreme Court of New York State to vacate the Commissioner's dismissal of his appeal and to have his suspension removed from his record. The Supreme Court then transferred the proceeding to the Appellate Division to determine whether the Commissioner's decision “was arbitrary and capricious, lacked a rational basis or was affected by an error of law.”

The student contended that the decision to suspend him for making threats, absent evidence that he actually intended to carry out the threat, was arbitrary and capricious and violated his First Amendment right to freedom of speech. The Appellate Division upheld the Commissioner's decision, citing the substantial disruption standard enunciated in *Tinker v. Des Moines Indep. Cmty. Sch. Dist.*, 393 U.S. 503 (1969), to conclude that it was “reasonably foreseeable that such a threat to blow up the school would create a substantial disruption within the school.”

The court also held that the Commissioner's decision to uphold the student suspension was not arbitrary and capricious, as Education Law § 3214 (3)(a) permits the suspension of a student “who is insubordinate or disorderly or violent or disruptive, or whose conduct otherwise endangers the safety, morals, health or welfare of others.” This includes, consistent with First Amendment principles, the suspension of a student “who is substantially disruptive of the educational process” (Education Law § 3214 [2-a] [b]). The court also relied on the zero tolerance for violence policy in the district's student handbook and a provision of the code of conduct related to false reporting of bomb threats.

While we must be cognizant that public school students do not “shed their constitutional rights to freedom of speech or expression at the schoolhouse gate” *Tinker v. Des Moines Indep. Cmty. Sch. Dist.*, 393 U.S. 503, 506 (1969), this case again exemplifies the need to focus on whether the student's conduct “might reasonably have led school authorities to forecast substantial disruption of or material interference with school activities.” *Id.* at 514.



SAVE THE DATE!

STUDENT DISCIPLINE WORKSHOP

**THURSDAY, DECEMBER 13, 2012
8:30 a.m. - 12:30 p.m.**

**CAYUGA-ONONDAGA BOCES
REGIONAL EDUCATION CENTER
PRESENTATION ROOM**

**1879 W. GENESEE STREET ROAD
AUBURN, NEW YORK**

On Thursday, December 13, 2012, the Cayuga-Onondaga BOCES Office of Personnel Relations will conduct a half-day workshop on issues relating to student discipline.

This workshop will provide information for superintendents, building level administrators and other administrative staff, including special education personnel, who are involved in student discipline matters. Those who have responsibility for drafting discipline correspondence, such as superintendents' or building administrators' secretaries, may also find it helpful to attend for the first half of the workshop. Please extend this invitation to appropriate personnel in your district.

The program will begin with registration at 8:30 a.m. and conclude at approximately 12:30 p.m. Refreshments will be provided during coffee breaks.

To attend or sign up your staff members, contact Linda Brown at lbrown@cayboces.org or (315) 255-7683 by Friday, December 7, 2012.

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

(shaded areas = contract term)

CAYUGA-ONONDAGA BOCES									
	Date Settled	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	Avg.
BOCES									
Aides (CSEA)	11-11	4.50	4.00	2.00	2.00				3.13
Tchr. Ass't		4.50	3.00	2.00	2.00				2.88
Custodial/Maint.	06-11	4.50	4.50	2.00	2.00				3.25
Clerical	06-11	4.50	4.50	2.00	2.00				3.25
Auburn									
Aides/Clerical (NYSUT)	06-10	3.45	3.35	3.35	3.00				3.29
Bus Drivers (CSEA)	12-10	3.65	3.30	3.20	2.90				3.26
Cust/Maint. (CSEA)	12-10	3.65	3.30	3.30	2.90				3.29
Nurses (SEIU 200U)	04-12	3.50	3.50	2.00	0.00	2.00			2.20
Cato-Meridian									
Aides/Ass'ts (SEIU 200U)	10-12	4.75	4.75	4.75	50¢/hr	50¢/hr	50¢/hr		4.75
Bus Drivers (CSEA)	02-11	4.75	3.30	2.00	2.00				3.01
Cust./Maint. (CSEA)	02-11	4.75	3.30	2.00	2.00				3.01
Nurses		4.75							4.75
Jordan-Elbridge									
Aides (SEIU 200U)	09-12	3.00	3.00	3.00	3.00	3.00	3.00		3.00
Bus Drivers	07-11		3.00	2.00	2.00	2.00			2.25
Bus Mechanic		4.00							4.00
Cust./Maint (SEIU 200U)	09-12	3.00	3.00	3.00	3.00	3.00	3.00		3.00
Cafeteria (SEIU 200U)	09-12	3.00	3.00	3.00	3.00	3.00	3.00		3.00
Clerical (SEIU 200U)	09-12	3.00	3.00	3.00	3.00	3.00	3.00		3.00
Moravia									
Aides/Ass't (CSEA)	07-12	4.00	4.00	4.00	2.00	0.00	2.00	2.00	2.57
CSEA	07-12	4.00	4.00	4.00	2.00	0.00	2.00	2.00	2.57
Port Byron									
Aides (SEIU 200U)	09-09	3.00	3.00	open					3.00
Bus Driver (CSEA)	09-11	3.00	3.00	1.60	1.40				2.25
Bus Mechanic (CSEA)	09-11	3.00	3.00	1.60	1.40				2.25
Cust./Maint. (CSEA)	09-11	3.00	3.00	1.60	1.40				2.25
Cafeteria (CSEA)	09-11	3.00	3.00	1.60	1.40				2.25
Nurse (CSEA)	09-11	3.00	3.00	1.60	1.40				2.25
Clerical (SEIU 200U)	09-09	3.00	3.00	open					3.00
Skaneateles									
Aides (CSEA)	02-12	3.75	3.50	1.50	1.50	1.50			2.35
Tchr Ass't (CSEA)	02-12	3.75	3.50	1.50	1.50	1.50			2.35
Cust./Maint (CSEA)	02-12	3.75	3.50	1.50	1.50	1.50			2.35
Nurses (CSEA)	02-12	3.75	3.50	1.50	1.50	1.50			2.35
Clerical (CSEA)	02-12	3.75	3.50	1.50	1.50	1.50			2.35

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

(shaded areas = contract term)

CAYUGA-ONONDAGA BOCES cont'd									
	Date Settled	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	Avg.
So. Cayuga									
Aides (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50		2.53
Tchr. Ass't (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50		2.53
Bus Drivers (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50		2.53
Bus Mechanics (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50		2.53
Cust./Maint (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50		2.53
Cafeteria (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50		2.53
Nurses (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50		2.53
Clerical (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50		2.53
Union Springs									
Aides (SEIU 200U)	08-12	3.00	3.00	3.00	2.00	2.00			2.60
Tchr. Ass'ts (SEIU 200U)	08-12	3.00	3.00	3.00	2.00	2.00			2.60
Bus Drivers (CSEA)	01-11	4.00	4.00	2.00	2.00				3.00
Bus Mechanics (CSEA)	01-11	4.00	4.00	2.00	2.00				3.00
Cust/Maint. (CSEA)	01-11	4.00	4.00	2.00	2.00				3.00
Cafeteria (CSEA)	01-11	4.00	4.00	2.00	2.00				3.00
Nurses (SEIU 200U)	08-12	3.00	3.00	3.00	2.00	2.00			2.60
Clerical (SEIU 200U)	08-12	3.00	3.00	3.00	2.00	2.00			2.60
Weedsport									
Aides (CSEA)	08-12	4.00	4.00	4.00	1.95	1.95	1.95		2.98
Bus Drivers (CSEA)	08-12	4.00	4.00	4.00	1.95	1.95	1.95		2.98
Bus Mechanics (CSEA)	08-12	4.00	4.00	4.00	1.95	1.95	1.95		2.98
Cust/Maint. (CSEA)	08-12	4.00	4.00	4.00	1.95	1.95	1.95		2.98
Nurses,		4.00	4.00	4.00					4.00
Clerical		4.00	4.00	4.00					4.00
C-O BOCES Avg.		3.71	3.28	2.52	2.07	2.04	2.43	2.00	
BROOME-TIOGA BOCES									
Chenango Valley									
Non Inst	11-10	4.10	3.30	3.30	3.30				3.50
Deposit									
CSEA	03-12	4.00	4.00	4.00	2.00	2.00			3.20
Maine-Endwell									
Cust./Maint.	03-12	\$0.60	\$0.65	2.00	2.00	2.00			2.00
School Lunch	07-08	4.60	4.60	4.60					4.60
Supp Staff	07-08	4.50	4.50	4.50	4.50				4.50
Transp	03-11	\$0.60	3.00	3.00	3.00				3.00
Owego-Apalachin									
NYSUT	03-08	3.80	3.90	4.00	open				3.90

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

(shaded areas = contract term)

	Date Settled	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	Avg.
BROOME-TIOGA BOCES cont'd									
Union Endicott									
Cafe. Workers	11-10	3.90	3.90	2.70	2.70	2.70	2.70		3.10
Cent Office	11-10	2.00	2.00	2.70	2.70	2.70	2.70		2.47
Comp & Tech	11-10	3.90	3.90	2.70	2.70	2.70	2.70		3.10
Dist Office	11-10	\$0.51	3.90	2.70	2.70	2.70	2.70		2.94
Maint. Workers	11-10	3.90	3.90	2.70	2.70	2.70	2.70		3.10
School Aides	11-10	\$0.42	3.90	2.70	0.00	2.70	2.70		2.40
Transp	11-10	\$0.53	4.00	2.70	0.00	2.70	2.70		2.42
Whitney Point									
			3.30	open					3.30
B-T BOCES Avg		3.86	3.72	3.16	2.36	2.54	2.70		
GREATER SO. TIER BOCES									
Hornell									
Paraprofessionals	12-11	4.00	2.45	2.35	2.00				2.70
Supp Staff	09-11	4.00	2.40	2.15	1.90				2.61
GST BOCES Avg		4.00	2.43	2.25	1.95				
OSWEGO BOCES									
Hannibal									
CSEA	05-11	3.50	2.00	0.00	1.75				1.81
HEA	01-09	3.50	3.50	open					3.50
Osw. BOCES Avg.		3.50	2.75	0.00	1.75				
TOMPKINS-SENECA-TIOGA BOCES									
BOCES									
Local		4.00	4.00						4.00
Candor									
Local		5.00	1.90	2.00	2.00				2.73
Dryden									
NYSUT	11-12	4.00	2.50	2.50	2.20				2.80
Groton									
CSEA	02-11	4.00	4.00	2.85	2.85				3.43
Ithaca									
ICSDEA		4.10	4.00						4.05
Lansing									
NYSUT	10-10	3.90	3.90	3.90	3.90				3.90
Newfield									
CSEA	04-12	3.25	3.50	1.95	2.25	2.50			2.69

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

(shaded areas = contract term)

TOMPKINS-SENECA-TIOGA BOCES cont'd									
	Date Settled	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	Avg.
South Seneca									
Local	07-12	4.50	5.00	5.00	1.00				3.88
Trumansburg									
Local		\$0.55	\$0.60	2.00	2.25	2.50	2.50		2.31
T-S-T BOCES Avg.		4.09	3.60	2.89	2.35	2.50	2.50		
WAYNE-FINGER LAKES BOCES									
BOCES									
NYSUT	04-09	3.50	3.50	3.50	3.75				3.56
Bloomfield									
NEA/NYSUT		3.40	3.40	3.40	3.40				3.40
Canandaigua									
Cust./Maint. (Unaffil.)		3.85	3.85						3.85
Clerical/Aides (NYSUT)		3.85	3.85						3.85
Food Service (Unaffil.)		4.00	3.00	3.50	4.00				3.63
B. Drivers		3.75	3.75	3.75					3.75
Monitors		4.00	3.00	3.50	4.00				3.63
Clyde-Savannah									
Support Pers. (CSEA)	09-09	5.00	4.25	4.25	4.00				4.38
Transp. (Unaffiliated)	11-09	5.00	4.75	4.50	4.00				4.56
Dundee									
CSEA	08-12	3.00	3.10	3.20	2.00	2.00	2.00		2.55
Gananda									
CSEA		4.00	2.50	2.50					3.00
Geneva									
CSEA	06-11	4.00	4.00	0.00					2.67
Gorham-Middlesex									
Bus Drivers (NYSUT)	01-11	3.70	3.70	3.70	open				3.70
Cust./Food Ser (NYSUT)	12-10	3.50	3.70	3.70	3.75	3.75			3.68
Teacher Aides (NYSUT)	05-11	3.75	3.75	2.75	2.50	2.25			3.00
Honeoye									
NYSUT	11-11	4.00	2.50	2.50	2.50				2.88
Lyons									
NYSUT	07-10	4.25	3.00	3.00	3.00				3.31
Manchester-S'ville									
CSEA	05-11	5.80	5.50	1.80	1.00				3.53

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS
(shaded areas = contract term)

WAYNE-FINGER LAKES BOCES cont'd									
	Date Settled	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	Avg.
Marion									
CSEA		3.50	3.50	3.50					3.50
Naples									
CSEA	08-10	4.00	3.25	3.50	3.50				3.56
Newark									
Custodians (CSEA)	02-12	3.80	2.95	2.50	1.25				2.63
Tchr Aides/Asst (NYSUT)		3.75	2.50	2.30	open				2.85
North Rose-Wolcott									
NYSUT	09-12	3.90	3.75	0.00	1.90	1.90	1.90	1.95	2.19
Palmyra-Macedon									
CSEA	06-09	3.90	3.90	3.90	3.90				3.90
Penn Yan									
CSEA	05-12	3.90	3.90	3.90	2.25	2.25	2.25		3.08
Phelps-Clifton Springs									
Bus Drivers (NYSUT)	06-08	4.00	4.00	4.00					4.00
Food Service (NYSUT)	06-08	4.00	4.00	4.00					4.00
Nurses (NYSUT)	06-08	4.00	4.00	4.00					4.00
Maintenance (NYSUT)	06-08	4.00	4.00	4.00					4.00
Aides/Clerical (NYSUT)	07-10	2.89	2.89	2.89	2.89				2.89
Red Creek									
CSEA	11-07	4.50	4.50	4.50	open				4.50
Romulus									
CSEA		4.34	4.32	4.00					4.22
Seneca Falls									
NEA/NYSUT	02-10	3.50	3.50	2.00	2.00	2.00			2.60
Sodus									
CSEA		3.75	3.00	3.00					3.25
Victor									
CSEA	03-12	4.00	4.00	1.00	1.00	1.50			2.30
Waterloo									
NEA/NYSUT	05-11	4.47	4.31	2.00	2.00				3.20
Wayne									
CSEA	01-12	4.40			2.50	2.50			3.13
Williamson									
CSEA	01-11	5.00	5.00	2.70	2.80	3.00			3.70
WFL BOCES Avg.		3.98	3.68	3.16	2.96	2.39	2.05	1.95	

AREA UNEMPLOYMENT RATES

New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2012	9.1%	9.2%	8.7%	8.1%	8.6%	9.1%	9.1%	8.8%	8.2%				
2011	8.9%	8.6%	8.2%	7.7%	7.8%	8.1%	8.3%	8.1%	8.2%	8.0%	7.9%	8.0%	8.2%

Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2012	9.4%	9.4%	8.7%	8.1%	8.5%	9.0%	8.9%	8.6%	8.4%				
2011	9.3%	9.0%	8.5%	7.8%	7.8%	8.2%	8.2%	7.8%	8.1%	7.7%	7.8%	8.2%	8.2%

Auburn, NY Micropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2012	9.2%	9.3%	8.6%	7.9%	8.1%	8.4%	8.3%	7.9%	7.5%				
2011	9.1%	9.0%	8.5%	7.5%	7.3%	7.5%	7.5%	7.1%	7.2%	7.1%	7.3%	7.8%	7.7%

Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2012	9.2%	9.3%	8.6%	7.9%	8.1%	8.4%	8.3%	7.9%	7.5%				
2011	9.1%	9.0%	8.5%	7.5%	7.3%	7.5%	7.5%	7.1%	7.2%	7.1%	7.3%	7.8%	7.7%

Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2012	9.7%	9.4%	8.7%	8.2%	8.6%	9.2%	9.3%	9.0%	8.5%				
2011	9.7%	9.2%	8.8%	8.3%	8.0%	8.5%	8.5%	8.0%	8.2%	7.9%	8.0%	8.4%	8.5%

Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2012	6.9%	6.5%	5.9%	5.7%	6.3%	7.2%	7.0%	6.7%	5.7%				
2011	6.4%	5.8%	5.3%	5.3%	5.4%	6.5%	6.7%	6.2%	5.9%	5.6%	5.5%	5.6%	5.8%

Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2012	9.1%	9.1%	8.5%	7.5%	7.9%	8.1%	7.7%	7.4%	7.1%				
2011	9.2%	9.0%	8.5%	7.6%	7.3%	7.4%	7.1%	6.8%	6.9%	6.6%	6.8%	7.6%	7.6%

Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2012	8.5%	8.6%	8.0%	7.7%	8.0%	8.4%	8.5%	8.3%	7.9%				
2011	8.6%	8.4%	7.9%	7.3%	7.3%	7.7%	7.8%	7.5%	7.6%	7.2%	7.2%	7.5%	7.7%

*Source: New York State Department of Labor
Labor Statistics
www.labor.state.ny.us*

CONSUMER PRICE INDEX

October 2012

	INDEX 1982-84 BASE YEAR=100	% INCREASE FROM 2011	% INCREASE FROM PRIOR MONTH
NY-Northeastern New Jersey Area			
1. All Urban Consumers	254.277	1.7	-0.1
2. Urban Wage Earners & Clerical Workers	250.539	1.7	-0.2
U.S. City Average			
1. All Urban Consumers	231.317	2.2	0.0
2. Urban Wage Earners & Clerical Workers	227.974	2.2	-0.1

COST OF LIVING UPDATE

ALL CITIES

NY - NORTHEASTERN NEW JERSEY

Month	Revised Wage Earner Index	%	All Urban Consumers Index	%	Revised Wage Earner Index	%	All Urban Consumers Index	%
Jan-10	212.6	3.3	216.7	2.6	234.1	2.9	239.0	2.4
Feb-10	212.5	2.8	216.7	2.1	234.2	2.4	238.9	1.8
Mar-10	213.5	3.0	217.6	2.3	235.2	2.7	240.1	2.1
Apr-10	214.0	2.9	218.0	2.2	235.8	2.7	240.5	2.1
May-10	214.1	2.6	218.2	2.0	236.1	2.5	241.1	2.2
Jun-10	213.8	1.4	218.0	1.1	235.9	1.7	240.8	1.5
Jul-10	213.9	1.6	218.0	1.2	236.3	1.8	241.1	1.5
Aug-10	214.2	1.4	218.3	1.1	236.8	1.7	241.6	1.4
Sep-10	214.3	1.4	218.4	1.1	236.7	1.4	241.5	1.2
Oct-10	214.6	1.5	218.7	1.2	237.5	1.9	242.0	1.5
Nov-10	214.8	1.3	218.8	1.1	237.6	1.6	242.0	1.3
Dec-10	215.3	1.7	219.2	1.5	237.6	1.8	241.9	1.4
Jan-11	216.4	1.8	220.2	1.6	238.4	1.8	242.6	1.5
Feb-11	217.5	2.3	221.3	2.1	239.8	2.4	243.8	2.1
Mar-11	220.0	3.0	223.5	2.7	241.7	2.7	245.6	2.3
Apr-11	221.7	3.6	224.9	3.2	242.7	2.9	246.5	2.5
May-11	223.0	4.1	226.0	3.6	244.3	3.5	248.1	2.9
Jun-11	222.5	4.1	225.7	3.6	244.6	3.7	248.5	3.2
Jul-11	222.7	4.1	225.9	3.6	245.3	3.8	249.2	3.3
Aug-11	223.3	4.3	226.5	3.8	246.0	3.9	250.1	3.5
Sep-11	223.7	4.4	226.9	3.9	246.9	4.3	250.6	3.8
Oct-11	223.0	3.9	226.4	3.5	246.3	3.7	250.1	3.3
Nov-11	222.8	3.8	226.2	3.4	245.5	3.3	249.3	3.0
Dec-11	222.2	3.2	225.7	3.0	244.6	3.0	248.3	2.7
Jan-12	223.2	3.1	226.7	2.9	245.5	3.0	249.3	2.8
Feb-12	224.3	3.1	227.7	2.9	246.5	2.8	250.3	2.6
Mar-12	226.3	2.9	229.4	2.7	248.2	2.7	245.1	2.5
Apr-12	227.0	2.4	230.1	2.3	248.7	2.5	245.9	2.3
May-12	226.6	1.6	229.8	1.7	249.0	1.9	252.7	1.8
Jun-12	226.0	1.6	229.5	1.7	248.5	1.6	252.4	1.6
Jul-12	225.6	1.3	229.1	1.4	248.2	1.2	252.0	1.1
Aug-12	227.1	1.7	230.4	1.7	249.7	1.5	253.5	1.4
Sep-12	228.2	2.0	231.4	2.0	251.0	1.7	254.6	1.6
Oct-12	228.0	2.2	231.3	2.2	250.5	1.7	254.3	1.7
Nov-12								
Dec-12								

THE ADVOCATE STAFF

Editor:

Michaela Perrotto

Editorial Assistant &

Desktop Publisher:

Linda M. Brown

Contributors:

Matthew R. Fletcher

Randy J. Ray

Brent D. Cooley

Mark W. Snyder

Linda M. Brown

Published by:

Cayuga-Onondaga BOCES

Office of Personnel Relations

1879 West Genesee Street Road

Auburn, NY 13021-9430

Telephone: (315) 255-7683 or (315) 253-0361

Fax: (315) 255-7625

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